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BILL NO. S-96-07-

09 (as amended)

SPECIAL ORDINANCE NO. S-

49-96

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 1997.**

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned to all members of the Police and Fire Departments of the City of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided by the 1997 City Budget operating funds and other sources as may be specified by the Common Council.

**NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY
OF FORT WAYNE, INDIANA:**

SECTION 1. That all members of the Police and Fire Departments of the City of Fort Wayne, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following scale of Minimum, **Median** and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus or approved clothing allowance.

A. That the following fringe benefits are hereby approved for the year **1997** for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Hazardous Duty/Technical Pay \$ 750/yr
- Educational Bonus 250/yr
(Associate Degree or higher - Fire Science Technology)
- Clothing Allowance \$1,500/yr
- That all Fire Command shall have the same longevity, disability, survivors benefits, retirement health insurance benefits, sick leave, personal leave, holiday leave, bereavement pay and vacation leave rights as provided to members of the Fire Department covered by a collective bargaining agreement.

B. That the following fringe benefits are hereby approved for the year **1997** for the employees in the Police Command:

POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Educational Bonus
 - Associate's Degree \$ 450/yr
 - Bachelor's Degree 900/yr
 - Master's Degree 1,350/yr
- Clothing Allowance 1,500/yr

C. That all Police Command shall be eligible for any additional benefits afforded the Fraternal Order of Police.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A
PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy and is based upon the application of results of salary surveys. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all members of the Police and Fire Departments of the City of Fort Wayne salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City negotiated by the City Attorney and approved by Common Council.

	<u>LABOR GRADE</u>	<u>TITLE</u>
<u>POLICE CIVILIANS</u>		
	14	Director, Victim's Asst.
	12	Records Bureau Manager/Civilian
	12	Civilian Coordinator/Crime Stoppers
	12	Director of Police Athletic League (PAL)
	12	Office of Citizen Complaint/Citizen Contact Officer
	12 11	Crime Lab Technician Records Bureau Supervisor/Civilian
	11	Supervisor of Property Room Operations
	11	Drug House Ordinance Coordinator

	11	Administrative Assistant
	11	Public Information Officer
	11	Systems Specialist
	10	Sr. Crime Analyst
	10	Lab Technician
	10	Crime Scene Technician
	9	Records Bureau Technician
	9	Civilian Property/Evidence Specialist
	9	Child Safety Educator
	9	Executive Secretary IX
	8	Executive Secretary VIII
	8	Crime Analyst
<u>POLICE COMMAND</u>	17	Chief of Police
	16	Assistant Chief
	15	Deputy Chief
	14	Captain
<u>FIRE CIVILIANS</u>	13	Administrative Assistant
	8	Executive Secretary VIII
<u>FIRE COMMAND</u>	17	Fire Chief
	15	Assistant Chief

SECTION 4. Police and Fire employees, as indicated herein, participate in Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between

the City and the appropriate bargaining unit for the year **1997**. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein, the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January **1997**, all members of the Police and Fire Departments of the City of Fort Wayne will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 7. That civilian employees in the Police and Fire Departments subject to this Ordinance will conform to the Official City Human Resources Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Human Resources Department.

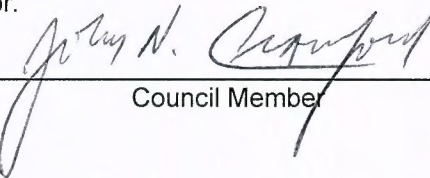
SECTION 8. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 9. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1992 salary ordinance,

have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1997, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.


SECTION 10. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.



Council Member

APPROVED AS TO FORM
AND LEGALITY



J. Timothy McCaulay, City Attorney

AMENDMENT:

Motion to delete new positions from ordinance and to be introduced as an amendment to S-96-07-09 at the regular salary introduction time:

- | | |
|-------------------------------|----------------|
| 1. Crime Lab Technician | Labor Grade 12 |
| 2. Public Information Officer | Labor Grade 11 |
| 3. Systems Specialist | Labor Grade 11 |
| 4. Crime Scene Technician | Labor Grade 10 |

EXHIBIT "A"

NEW SALARY RANGES - FOR 1997

LABOR GRADE	MINIMUM	MEDIAN	MAXIMUM
1	\$11,981	\$14,582	\$17,184
2	13,478	6,405	19,331
3	14,976	18,227	21,479
4	16,475	20,053	23,631
5	17,971	21,874	25,777
6	19,470	23,697	27,924
7	20,967	25,520	30,074
8	22,463	27,342	32,221
9	23,921	29,145	34,369
10	25,459	30,988	36,517
11	26,957	32,810	38,664
12	28,456	34,956	41,457
13	29,953	36,458	42,963
14	31,449	38,277	45,105
15	32,948	40,101	47,254
16	36,339	4,228	52,118
17	40,424	49,209	57,994
18	44,868	54,610	64,352
19	53,129	63,954	74,779

(SALARY RANGE INCREASES ARE BASED ON A 2% ACROSS THE BOARD INCREASE.)

Read the first time in full and on motion by _____,
and duly adopted, read the second time by title and referred to the
Committee on _____ (and the City Plan Commission
for recommendation) and Public Hearing to be held after due legal notice, at
the Common Council Council Conference Room 128, City-County Building, Fort
Wayne,, Indiana, on _____, the _____ day of
_____, 19_____, at _____ o'clock
M., E.S.T.

DATED: _____

SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Crawford,
and duly adopted, placed on its passage. PASSED LOST
by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	8	0	1	0
BENDER			✓	
CRAWFORD	✓			
EDMONDS	✓			
HALL	✓			
HAYHURST	✓			
HENRY	✓			
LUNSEY	✓			
RAVINE	✓			
SCHMIDT	✓			

DATED: 7-23-96

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,

Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)

(SPECIAL)

(ZONING)

ORDINANCE

RESOLUTION NO. 8-49-96

on the 23rd day of July, 1996

ATTEST:

Sandra E. Kennedy (SEAL) DD Schmidt
SANDRA E. KENNEDY, CITY CLERK PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on
the 24th day of July, 1996,
at the hour of 11:00 o'clock P, M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 24th day of July,
1996, at the hour of 11:15 o'clock A M., E.S.T.

PAUL HELMKE
PAUL HELMKE, MAYOR

DIGEST SHEET

TITLE OF ORDINANCE 1997 PUBLIC SAFETY SALARY ORDINANCE

DEPARTMENT REQUESTING ORDINANCE HUMAN RESOURCES

SYNOPSIS OF ORDINANCE Fixes fringe benefits, labor grades and salary ranges for Police Command, Police Civilian, Fire Command and Fire Civilian employees for the year 1997.

NEW POSITIONS: Delete:

~~CRIME LAB TECHNICIAN - LABOR GRADE 12~~

~~PUBLIC INFORMATION OFFICER - LABOR GRADE 11~~

~~SYSTEMS SPECIALIST - LABOR GRADE 11~~

~~CRIME SCENE TECHNICIAN - LABOR GRADE 10~~

TITLE CHANGES:

FROM:

TO:

*	COMMUNITY SERVICE OFFICER/ POLICE ATHLETIC LEAGUE	DIRECTOR OF POLICE ATHLETIC LEAGUE
---	--	---------------------------------------

*	COMMUNITY SERVICE OFFICER/ CRIME STOPPERS	CIVILIAN COORDINATOR/CRIME STOPPERS
---	--	--

*	DRUG HOUSE COORDINATOR	DRUG HOUSE ORDINANCE COORDINATOR
---	------------------------	-------------------------------------

EFFECT OF PASSAGE Approve title changes listed and salary range increase of 2.0 percent above 1997 ranges.

EFFECT OF NON-PASSAGE Labor grades and salary ranges remain at 1996 levels.



The City of Fort Wayne

Paul Helmke, Mayor

Memorandum

To: MEMBERS OF COMMON COUNCIL
From: PAYNE D. BROWN, DIRECTOR, PUBLIC SAFETY/HUMAN RESOURCES
Date: July 17, 1996
Re: 1997 PUBLIC SAFETY SALARY ORDINANCE

On Tuesday, July 23, 1996, the 1997 Public Safety Salary Ordinance will be presented to you for introduction. I.C. 36-8-3-3 requires the ordinance establishing salaries for members of the police and fire departments be set by August 2nd. Therefore, it will be necessary to suspend the rules for passage of this ordinance on July 23rd.

Recommended changes to the 1997 Public Safety Salary Ordinance are as follows:

<u>PAGE</u>	<u>CHANGES</u>
<u>POLICE</u>	
3	Change title Community Service Officer/Crime Stoppers to Civilian Coordinator/Crime Stoppers. Labor Grade Remains the same.
3	Change title Community Service Officer/Police Athletic League to Director of Police Athletic League (PAL). Labor Grade remains the same.
3	Change title Drug House Coordinator to Drug House Ordinance Coordinator. Labor Grade remains the same.

NEW JOB TITLES/POLICE

3	Crime Lab Technician	Labor Grade 12
4	Public Information Officer	Labor Grade 11

} *Delete*

July 17, 1996

4-	Systems Specialist	Labor Grade 11	} <i>Delete</i> -
4-	Crime Scene Technician	Labor Grade 10	

FIRE

2 Delete - 25 year Longevity Bonus - \$1,000/yr listed under
"FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE
BENEFITS " Longevity is included in last paragraph in this
section.

If you have any questions concerning these changes, please do not hesitate to give me a call.

BILL NO. S-96-07-09 (as amended)

REPORT OF THE COMMITTEE ON
FINANCE
THOMAS C. HENRY - JOHN N. CRAWFORD - CO-CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS
REFERRED AN (ORDINANCE) (~~XXXXXXXXXX~~ RESOLUTION) fixing the salaries of all
members of the Division of Public Safety of the City of Fort Wayne, Indiana
for the year 1997

HAVE HAD SAID (ORDINANCE) (~~XXXXXXXXXX~~ RESOLUTION) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) (~~XXXXXXXXXX~~ RESOLUTION)

DO PASS

DO NOT PASS

ABSTAIN

NO REC

Wm. W. Cuppy
Richard A. [unclear]
Mike [unclear]
D. Schmitt

Thomas C. Henry
Clifton R. Edmonds

Mastrini A. Bender

DATED: 7-23-96

Sandra E. Kennedy
City Clerk

Amendment to S-96-07-09

Motion to delete new positions from ordinance and to be introduced as an amendment to S-96-07-09 at regular salary intro time.

1. Crime Lab Tech
2. PIO Officer
3. System Spec.
4. Crime Scene Tech

Lab Tech

plus 1 - 6612

PIO

few flow of info -
only police activities

System Spec

New positions be
deleted from

Ord -

to be introduced
at reg Salary time

SUSPENSION OF RULES

BILL NO. S-96-07-09

COUNCILMEMBER CRAWFORD, MOVED TO SUSPEND THE RULES
FOR THE PASSAGE OF BILL NO. S-96-07-09, AT THE COMMON COUNCIL
MEETING OF THE CITY OF FORT WAYNE, INDIANA, HELD ON THE 23rd,
DAY OF JULY, 19 96, SAID MOTION WAS SECONDED BY
COUNCILMEMBER *Henry*, AND DULY PASSED BY ^{2/3} ~~UNANIMOUS~~
VOTE OF ALL LEGALLY ELECTED MEMBERS OF THE COMMON COUNCIL. THE ABOVE
BILL NO. S-96-07-09 WAS THEN PLACED ON PASSAGE.

DATED: 7-23-96

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

DD Schmitt
PRESIDING OFFICER

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>8</u>		<u>1</u>	
BENDER			<u><i>Walter D. B...</i></u>	
CRAWFORD	<u><i>Wm N. Crawford</i></u>			
EDMONDS	<u><i>Arthur R. Edmonds</i></u>			
HALL	<u><i>Debra Hall</i></u>			
HAYHURST	<u><i>Thomas Hayhurst</i></u>			
HENRY	<u><i>Henry</i></u>			
LUNSEY	<u><i>Michael Lunsey</i></u>			
RAVINE	<u><i>Robert Ravine</i></u>			
SCHMIDT	<u><i>DD Schmitt</i></u>			

PASSED AND ADOPTED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA
ON 7-23-96, BILL NO. S-96-07-09,

ATTEST

(SEAL)

DATED: 7-23-96

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK